



AGREEMENT

and

WORKING RULES

Governing the
ELECTRICAL INDUSTRY OF
SOUTHEAST MASS. & VICINITY

Between

ELECTRICAL WORKERS UNION
LOCAL 223, IBEW

and

RHODE ISLAND AND SOUTHEAST
MASSACHUSETTS CHAPTER,
NATIONAL ELECTRICAL
CONTRACTORS ASSOCIATION, INC.

September 1, 2014 to August 31, 2017

"DAVIS-BACON FRINGE BENEFIT SUMMARY"

1. STATE(S): MASSACHUSETTS

COUNTY or AREA:

All of Bristol County (Except Attleboro, N. Attleboro & Seekonk). Barnstable, Dukes & Nantucket Counties. Norfolk County, Plymouth County (Excluding Hingham & Hull Townships). All State and Federal Waters that are within or are part of above counties (Excluding waters adjacent to Hingham & Hull Townships).

2	3	4		F	G	H	I	J
CLASSIFICATION	EFFECTIVE DATES	BASIC HOURLY WAGE		Health & Welfare	3% NEBF	Apprentice Training	Pension	Annuity
Wireman	(a) 9-1-13	(a) \$36.41	Employer Contribution	\$7.70/Hr	3%	2.75%	22%	4.5%
Wireman	(b) 9-1-14	(b) \$37.31	Employer Contribution	\$8.00/Hr	3%	2.75%	22%	\$1.70/Hr
Wireman	(c) 9-1-15	(c) \$38.31	Employer Contribution	\$8.40/Hr	3%	2.75%	22%	\$1.70/Hr
Wireman	(d) 9-1-16	(d) \$39.21	Employer Contribution	\$8.90/Hr	3%	2.75%	22%	\$1.70/Hr
	(e)	(e)	Employer Contribution					
	(f)	(f)	Employer Contribution					
	(g)	(g)	Employer Contribution					
	(h)	(h)	Employer Contribution					
	(i)	(i)	Employer Contribution					
	(j)	(j)	Employer Contribution					
	(k)	(k)	Employer Contribution					
5 ARE FUNDS FORMALLY ESTABLISHED FOR A, B, C, D, & E?				Yes	Yes	Yes	Yes	Yes
6 ARE PLANS REPORTABLE UNDER THE "DISCLOSURE ACT" FOR A, B, ETC?				Yes	Yes	Yes	Yes	Yes
7 List the AGREEMENT REFERENCE of the fringe benefits cited.			ARTICLE	VI	VI	V	VI	VI
			SECTION	6.02(c)	6.01	5.16	6.03	6.04
			PARAGRAPH	1	1	1	1	1
			PAGE	23	23	23	24	24
8 WHAT WAGE WILL THE EMPLOYEE PAY FED. & STATE TAXES IN COL 4 ABOVE?				(a) \$36.41	(b) \$37.31	(c) \$38.31	(d) \$39.21	(e) _____
				(f) _____	(g) _____	(h) _____	(i) _____	(j) _____
				(k) _____				

9 Rhode Island & S.E. Mass. Chapter NECA
Contractor or Association

By: Wesley T. Geller

Title: Chapter Manager

Date: 8-20-14

10 IBEW Local Union . . . 223

By: David W. Fenton

Title: Business Manager

Date: 8-20-14

PREPARE IN TRIPLICATE. Send original and one copy to the I.O. Attach one (1) copy of your agreement. (FOR INSTRUCTIONS IN PREPARING THIS FORM: See page 1)

**IBEW LOCAL UNION 223
INSIDE AGREEMENT
9-1-14 to 8-31-17**

CLASSIFICATIONS/WAGES:

Section 3.05. The minimum hourly rate of wages shall be as follows:

EFFECTIVE	<u>9-1-14</u>	<u>9-1-15</u>	<u>9-1-16</u>
JOURNEYMAN WIREMAN	\$37.31	\$38.31	\$39.21
Health & Welfare (Per Hour)	8.00	8.40	8.90
Local Pension (22% of Gross Wages)	8.21	8.43	8.63
Deferred Income (Per Hour)	1.70	1.70	1.70
J A T F (2.75% of Gross Wages)	1.03	1.05	1.08
S.E. Mass. Electrical LMCT (3% of Gross Wages)	1.12	1.15	1.18
N E B F (3% of Gross Wages)	1.12	1.15	1.18
L M C C (\$.10 Per Hour)	.10	.10	.10
Subtotal	\$58.59	\$60.29	\$61.98
N E I F (1% of Gross Wages If Applicable)	.37	.38	.39
TOTAL	\$58.96	\$60.67	\$62.37

FOREMAN	10% ABOVE THE JOURNEYMAN WIREMAN RATE
GENERAL FOREMAN	20% ABOVE THE JOURNEYMAN WIREMAN RATE
WELDER	10% ABOVE THE JOURNEYMAN WIREMAN RATE
ELECTRIC CRANE OPERATOR	10% ABOVE THE JOURNEYMAN WIREMAN RATE

APPRENTICE WAGES 9-1-14 TO 8-31-15

NOTE: APPRENTICE WAGES & BENEFITS INCREASE 9-1-15 & 9-1-16

1st Step - 40%			2nd Step - 42%			3rd Step - 45%		
Wage		\$14.92	Wage		\$15.67	Wage		\$16.79
H & W*		\$0.00	H & W*		\$0.00	H & W		\$8.00
Pension**		\$0.00	Pension**		\$0.00	Pension**		\$0.00
Def. Inc.**		\$0.00	Def. Inc.**		\$0.00	Def. Inc.**		\$0.00
JATC	2.75%	\$0.41	JATC	2.75%	\$0.43	JATC	2.75%	\$0.46
SEMFT	3%	\$0.45	SEMFT	3%	\$0.47	SEMFT	3%	\$0.50
NEBF	3%	\$0.45	NEBF	3%	\$0.47	NEBF	3%	\$0.50
LMCC	\$0.10	\$0.10	LMCC	\$0.10	\$0.10	LMCC	\$0.10	\$0.10
Total		\$16.33	Total		\$17.14	Total		\$26.35

4th Step - 48%

Wage		\$17.91
H & W		\$8.00
Pension	11.5%	\$2.06
Def. Inc.	0.70	\$0.70
JATC	2.75%	\$0.49
SEMFT	3%	\$0.54
NEBF	3%	\$0.54
LMCC	0.10	<u>\$0.10</u>
Total		\$30.34

5th Step - 50%

Wage		\$18.66
H & W		\$8.00
Pension	11.5%	\$2.15
Def. Inc.	0.70	\$0.70
JATC	2.75%	\$0.51
SEMFT	3%	\$0.56
NEBF	3%	\$0.56
LMCC	0.10	<u>\$0.10</u>
		\$31.24

6th Step - 55%

Wage		\$20.52
H & W		\$8.00
Pension	11.5%	\$2.36
Def. Inc.	0.70	\$0.70
JATC	2.75%	\$0.56
SEMFT	3%	\$0.62
NEBF	3%	\$0.62
LMCC	0.10	<u>\$0.10</u>
		\$33.48

7th Step - 60%

Wage		\$22.39
H & W		\$8.00
Pension	11.5%	\$2.57
Def. Inc.	0.70	\$0.70
JATC	2.75%	\$0.62
SEMFT	3%	\$0.67
NEBF	3%	\$0.67
LMCC	0.10	<u>\$0.10</u>
Total		\$35.72

8th Step - 65%

Wage		\$24.25
H & W		\$8.00
Pension	11.5%	\$2.79
Def. Inc.	0.70	\$0.70
JATC	2.75%	\$0.67
SEMFT	3%	\$0.73
NEBF	3%	\$0.73
LMCC	0.10	<u>\$0.10</u>
Total		\$37.97

9th Step - 70%

Wage		\$26.12
H & W		\$8.00
Pension	11.5%	\$3.00
Def. Inc.	0.70	\$0.70
JATC	2.75%	\$0.72
SEMFT	3%	\$0.78
NEBF	3%	\$0.78
LMCC	0.10	<u>\$0.10</u>
Total		\$40.20

10th Step - 75%

Wage		\$27.98
H & W		\$8.00
Pension	11.5%	\$3.22
Def. Inc.	0.70	\$0.70
JATC	2.75%	\$0.77
SEMFT	3%	\$0.84
NEBF	3%	\$0.84
LMCC	0.10	<u>\$0.10</u>
Total		\$42.45

Section 4.08. "Normal construction labor market" is defined to mean the following geographical area plus the commuting distance adjacent thereto, which includes the area from which the normal labor supply is secured:

ALL OF BRISTOL (EXCEPT ATTLEBORO, NORTH ATTLEBORO & SEEKONK),
BARNSTABLE, DUKES AND NANTUCKET COUNTIES.

NORFOLK COUNTY - AVON, RANDOLPH, HOLBROOK, STOUGHTON, PLAINVILLE
TOWNSHIPS.

PLYMOUTH COUNTY - ENTIRE COUNTY, EXCLUDING HINGHAM AND HULL TOWNSHIPS.

ALL STATE AND FEDERAL WATERS THAT ARE WITHIN, OR ARE PART OF BARNSTABLE,
BRISTOL, DUKES, NANTUCKET, OR PLYMOUTH COUNTIES (EXCLUDING WATERS
ADJACENT
TO HINGHAM AND HULL TOWNSHIPS).

Abington, Acushnet, Avon, Barnstable, Berkley, Bourne, Brewster, Bridgewater, Brockton,
Buzzards Bay, Carver, Chatham, Dartmouth, Dennis, Dighton, Duxbury, East Bridgewater, Eastham,
Easton, Fairhaven, Fall River, Falmouth, Freetown, Halifax, Hanover, Hanson, Harwich, Holbrook,
Kingston, Lakeville, Manomet, Mansfield, Marion, Marshfield, Mashpee, Mattapoisett, Middleboro, New
Bedford, North Abington, North Easton, Norton, Norwell, Onset, Orleans, Otis Air Base, Pembroke,
Plainville, Plymouth, Plympton, Provincetown, Randolph, Raynham, Rehoboth, Rochester, Rockland,
Sagamore, Sandwich, Scituate, Somerset, South Easton, Stoughton, Swansea, Taunton, Tisbury, Truro,
Wareham, Wellfleet, West Bridgewater, Westport, Whitman, Yarmouth, plus Nantucket, Martha's
Vineyard and all Islands.

The above geographical area is agreed upon by the parties to include the area defined by the
Secretary of Labor to be the appropriate prevailing wage area under the Davis-Bacon Act to which the
Agreement applies.

**IBEW LOCAL UNION 223
INSIDE PRINCIPAL AGREEMENT**

SCOPE OF WORK

The assembling, construction, installation or erection, repair or maintenance of all materials, equipment, apparatus and appliances required in the production of electricity and its effects. The operation, inspection and supervision of all electrical equipment, apparatus, appliances, or devices by which the energy known as electricity is generated, utilized and controlled. All electrical signs and street electrical decorations when no messenger or guy wire is necessary for support. The installation, construction, inspection, operation, maintenance and repair of all electrical work in isolated plants and within property lines of any given property. Renewable electrical energy sources such as solar photovoltaic, geothermal, wind, biomass, wave, etc., and other distributed energy installations such as fuel cells, microturbines, etc. In addition all work considered as electrical work under the General Laws of the Commonwealth or regulations promulgated thereunder is covered by the terms of this agreement.

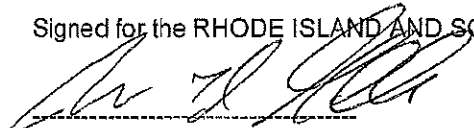
Section 5.12. Each job site shall be allowed a ratio of two (2) apprentices for every three (3) Journeyman Wiremen.

Number of Journeymen	Maximum Number of Apprentices/Unindentured
1	1
2	2
3	2
4-6	4
7-9	6
10-12	8
13-15	10
16-18	12
19-21	14

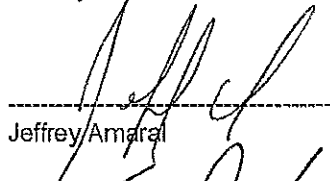
No less than 750 hours shall constitute a six-month OJT increment period.

IN WITNESS THEREOF, the parties have executed this Agreement this 31st day of August, 2014.

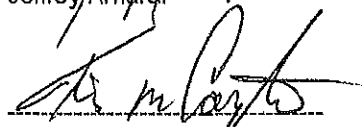
Signed for the RHODE ISLAND AND SOUTHEAST MASSACHUSETTS CHAPTER, NECA.



Wesley T. Geller

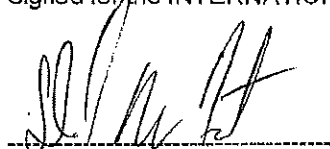


Jeffrey Amara

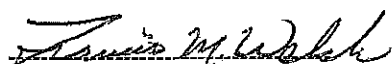


Timothy M. Cayton

Signed for the INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION NO. 223.



David W. Fenton



Francis M. Welch



Bart Perry